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Department of Defense
CIVILIAN MANPOWER STATISTICS

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Quarter Ending March 31, 1989

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Department of Defense

CIVILIAN MANPOWER STATISTICS

March 31, 1989

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Washington Headquarters Services
Directorate for Information
Operations and Reports (DIOR)*

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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component - March 31, 1989**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,107,040	398,123	351,188	262,020	95,709
DIRECT HIRE	1,026,840	341,819	340,853	250,053	94,115
INDIRECT HIRE	80,200	56,304	10,335	11,967	1,594
TOTAL EMPLOYMENT	1,114,605	400,000	354,491	263,435	96,679
DIRECT HIRE	1,034,405	343,696	344,156	251,468	95,085
INDIRECT HIRE	80,200	56,304	10,335	11,967	1,594
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	28,558	28,556	0	2	0
TOTAL EMPLOYMENT	30,482	30,480	0	2	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,135,598	426,679	351,188	262,022	95,709
DIRECT HIRE	1,055,398	370,375	340,853	250,055	94,115
INDIRECT HIRE	80,200	56,304	10,335	11,967	1,594
TOTAL EMPLOYMENT	1,145,087	430,480	354,491	263,437	96,679
DIRECT HIRE	1,064,887	374,176	344,156	251,470	95,085
INDIRECT HIRE	80,200	56,304	10,335	11,967	1,594

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

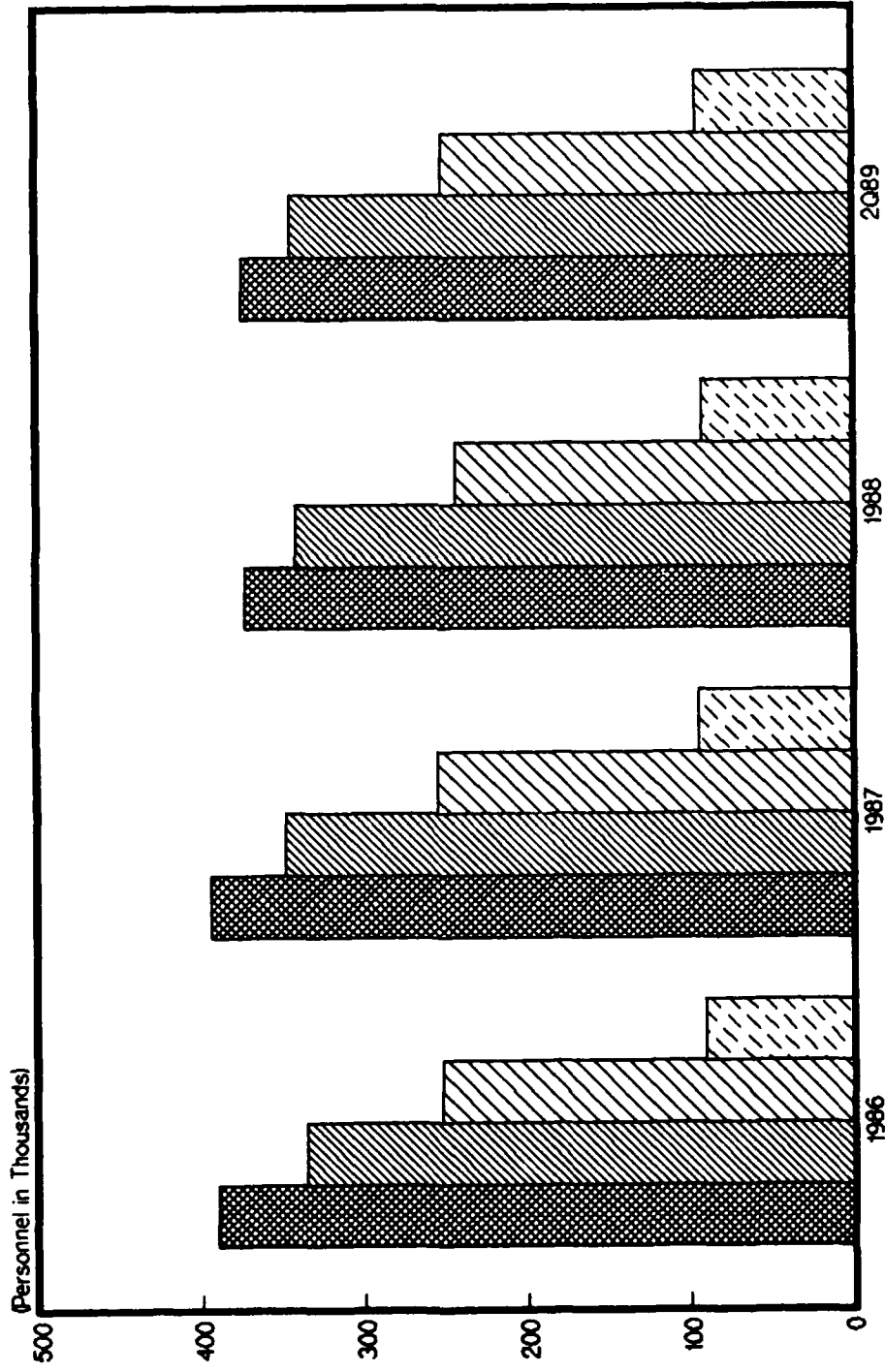
FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 85	30 SEP 86	30 SEP 87	30 SEP 88	31 JAN 89	29 FEB 89	31 MAR 89	
MILITARY FUNCTIONS								
DIRECT HIRE a/	1,129,745	1,112,901	1,134,145	1,090,479	1,101,110	1,104,662	1,107,040	
INDIRECT HIRE b/	1,043,240	1,027,866	1,049,337	1,010,306	1,020,385	1,024,364	1,026,840	
ARMY	86,505	85,035	84,808	80,173	80,725	80,298	80,200	
DIRECT HIRE	421,780	414,774	420,145	394,842	395,273	396,490	398,123	
INDIRECT HIRE	360,887	355,343	359,966	338,525	338,485	340,187	341,819	
NAVY	60,893	59,431	60,179	56,317	56,788	56,303	56,304	
DIRECT HIRE	353,501	342,727	354,162	348,570	350,028	350,606	351,188	
INDIRECT HIRE	343,061	332,363	343,672	338,369	339,617	340,163	340,853	
AIR FORCE	10,440	10,364	10,490	10,201	10,411	10,443	10,335	
DIRECT HIRE	265,018	264,299	265,326	254,070	260,909	262,233	262,020	
INDIRECT HIRE	251,550	250,655	252,767	242,029	248,983	250,274	250,053	
OTHER DoD ORGANIZATIONS c/	13,468	13,644	12,559	12,041	11,926	11,959	11,967	
DIRECT HIRE	89,446	91,101	94,512	92,997	94,900	95,333	95,709	
INDIRECT HIRE	87,742	89,505	92,932	91,383	93,300	93,740	94,115	
	1,704	1,596	1,580	1,614	1,600	1,593	1,594	
CIVIL FUNCTIONS a/								
(ALL DIRECT HIRE)	30,029	30,817	29,753	30,446	28,708	28,527	28,558	
ARMY	30,026	30,814	29,751	30,444	28,706	28,525	28,556	
AIR FORCE	3	3	2	2	2	2	2	
TOTAL MILITARY AND								
CIVIL FUNCTIONS	1,159,774	1,143,718	1,163,898	1,120,925	1,129,818	1,133,189	1,135,598	
DIRECT HIRE a/	1,073,269	1,058,683	1,079,090	1,040,752	1,049,093	1,052,891	1,055,398	
INDIRECT HIRE b/	86,505	85,035	84,808	80,173	80,725	80,298	80,200	

a/As reported officially to the Office of Personnel Management
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts
or agreements with foreign governments
c/See Glossary for a list of Other DoD Organizations

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TRENDS IN DoD CIVILIAN EMPLOYMENT

MILITARY AND CIVIL FUNCTIONS



FISCAL YEAR

Figure 1 - Direct Hires

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TRENDS IN DoD CIVILIAN EMPLOYMENT

MILITARY AND CIVIL FUNCTIONS

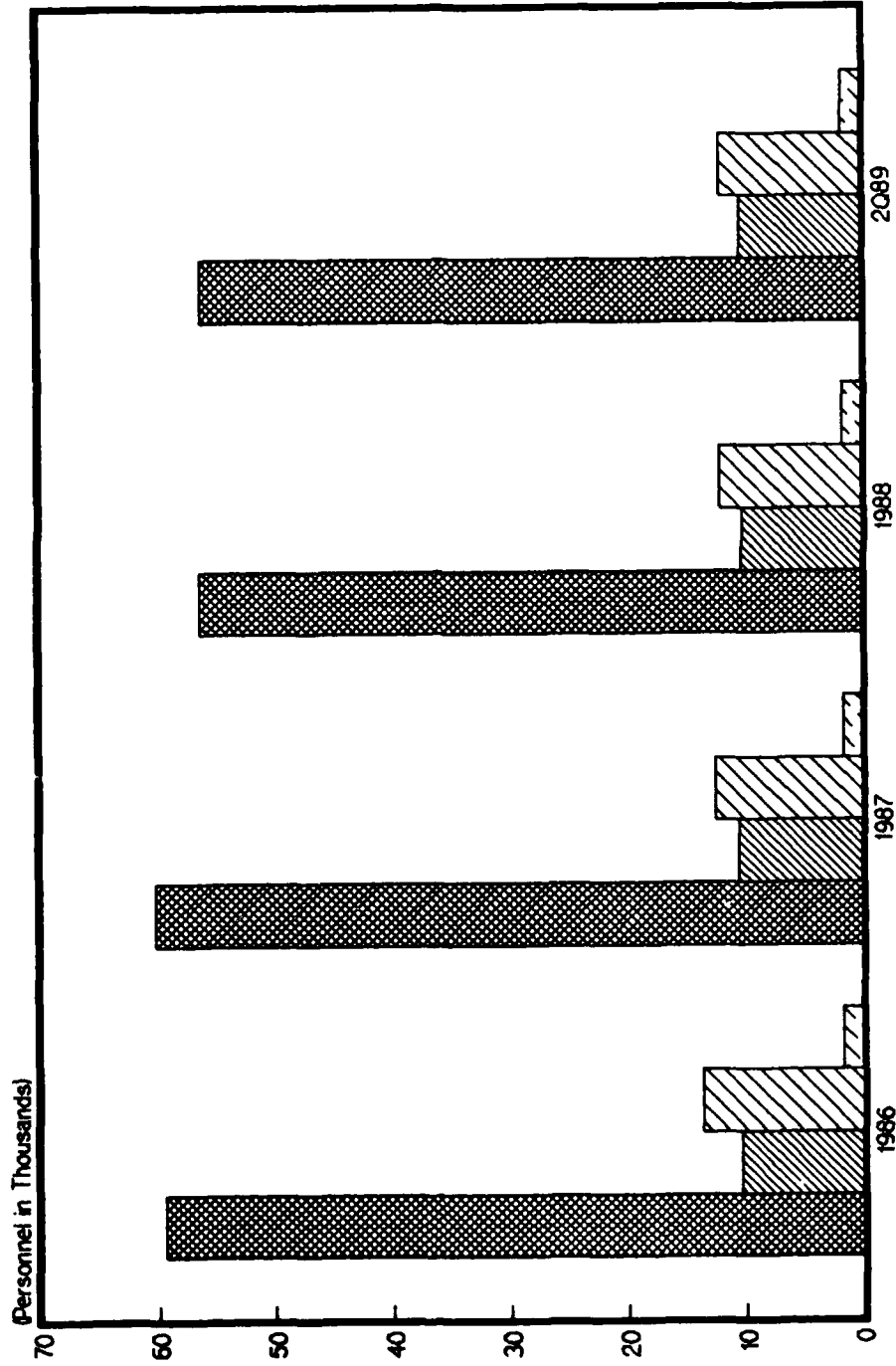


Figure 2 - Indirect Hires

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TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 89	29 FEB 89	31 MAR 89	30 SEP 89		31 JAN 89	29 FEB 89	31 MAR 89
MILITARY FUNCTIONS								
ARMY	1,020,385	1,024,364	1,026,840	1,104,758		904,848	907,837	910,381
NAVY	338,485	340,187	341,819	402,054		290,046	291,186	292,235
AIR FORCE	339,617	340,163	340,853	345,433		306,812	307,517	308,315
OSD & ORGANIZATIONS SERVICED	248,983	250,274	250,053	262,943		224,349	225,154	225,514
BY OSD a/	4,185	4,211	4,265	4,462		3,938	3,944	3,956
DEFENSE COMMUNICATIONS AGENCY	2,240	2,237	2,256	2,410		2,140	2,140	2,165
DEFENSE CONTRACT AUDIT AGENCY	6,029	6,133	6,295	7,007		5,930	6,033	6,183
DEFENSE INVESTIGATIVE SERVICE	3,968	3,999	4,017	4,379		3,885	3,920	3,951
DEFENSE LOGISTICS AGENCY	52,240	52,538	52,807	50,060		48,582	48,784	48,970
DEFENSE MAPPING AGENCY	8,384	8,328	8,289	8,475		7,849	7,813	7,803
DEFENSE NUCLEAR AGENCY	852	852	860	912		765	765	770
DEPARTMENT OF DEFENSE	13,208	13,233	13,117	13,979		8,530	8,552	8,487
DEPENDENT'S SCHOOLS								
DEPARTMENT OF DEFENSE	1,329	1,342	1,348	1,531		1,311	1,323	1,331
INSPECTOR GENERAL	29	29	28	41		29	29	28
ON-SITE INSPECTION AGENCY								
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	836	838	833	810		682	677	673
CIVIL FUNCTIONS								
ARMY	28,708	28,527	28,558	N/A		26,971	26,869	26,912
AIR FORCE	28,706	28,525	28,556	N/A		26,969	26,867	26,910
	2	2	2			2	2	2
TOTAL MILITARY AND CIVIL FUNCTIONS	1,049,093	1,052,891	1,055,398	N/A		931,819	934,706	937,293

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY FUNCTION & DEFENSE COMPONENT

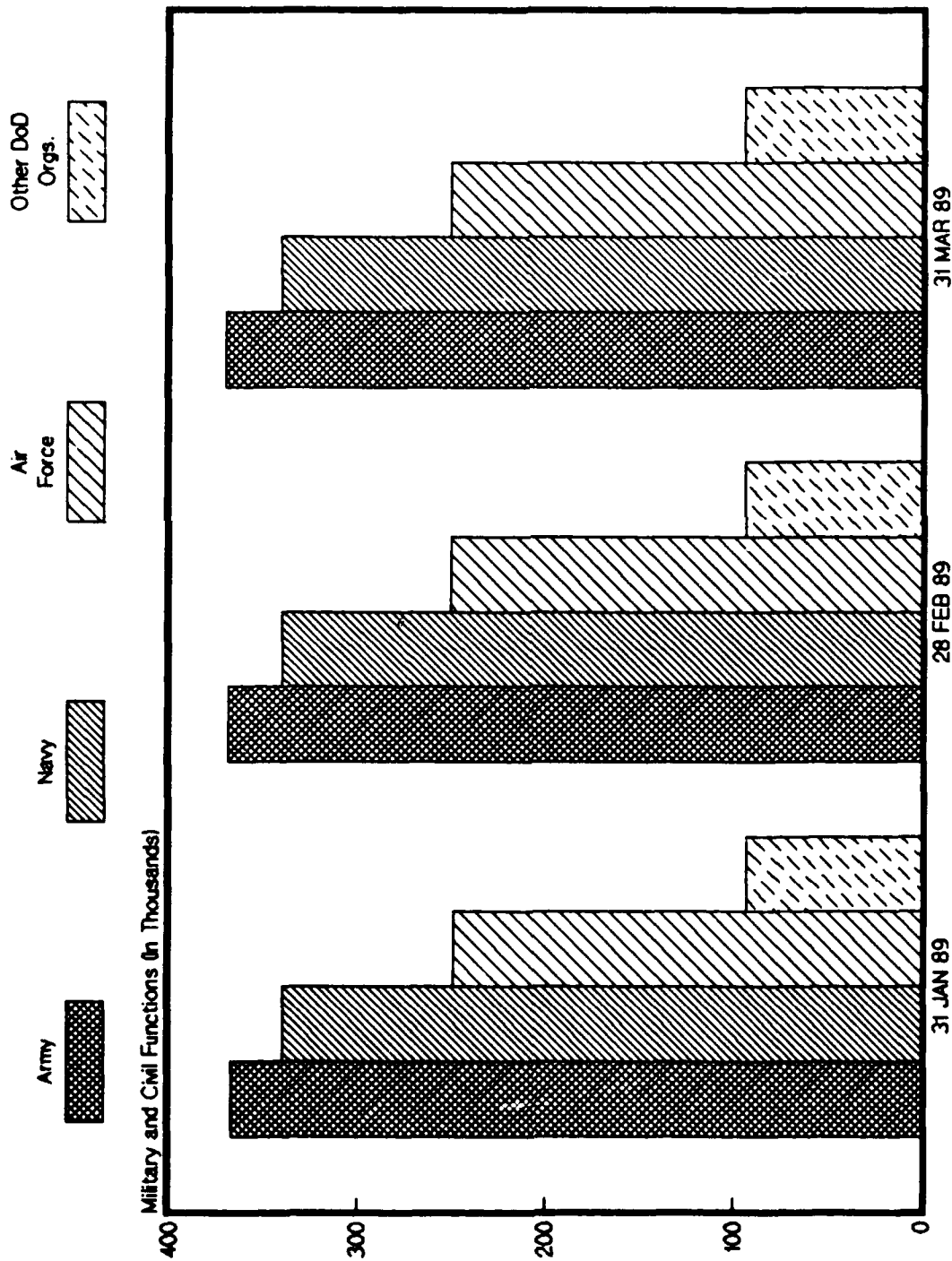


Figure 3 - Total Employment

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TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel by Component,
According to Type (Excluding the Military Departments) - March 31, 1989**

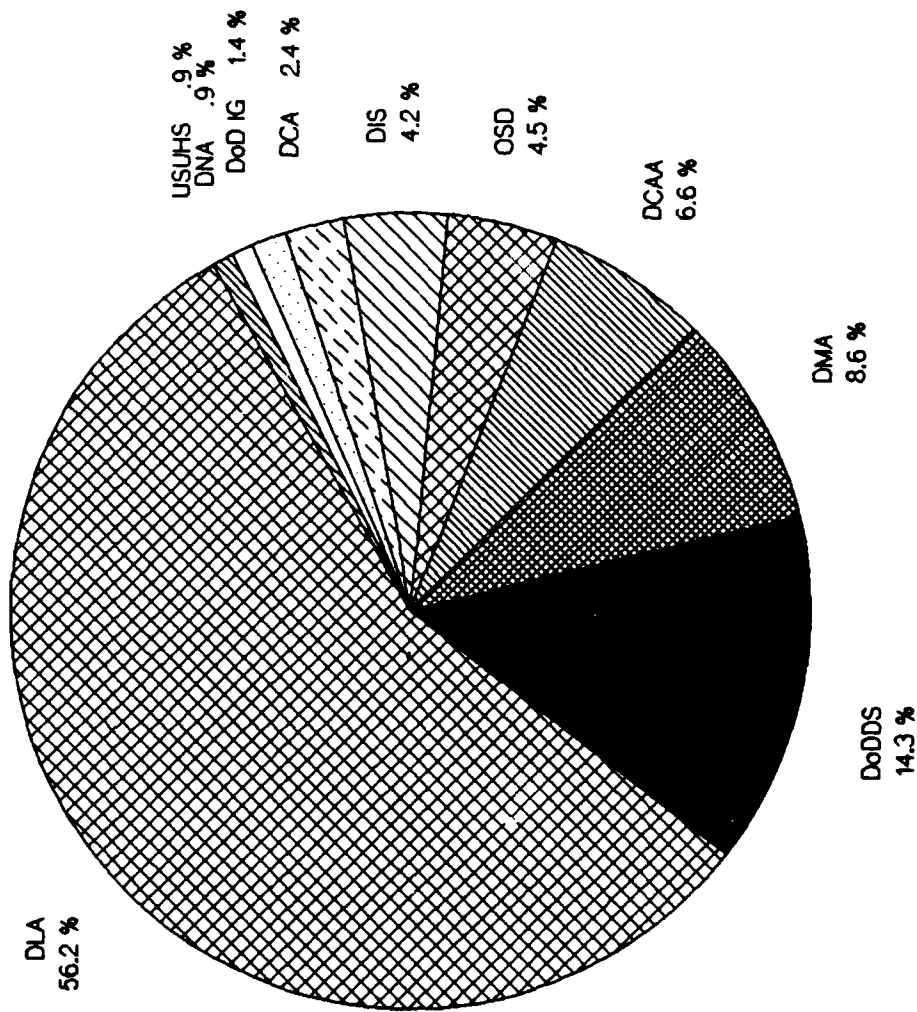
DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,320	4,304	16
DEFENSE COMMUNICATIONS AGENCY	2,312	2,301	11
DEFENSE CONTRACT AUDIT AGENCY	6,332	6,327	5
DEFENSE INVESTIGATIVE SERVICE	4,066	4,066	0
DEFENSE LOGISTICS AGENCY	54,429	53,551	878
DEFENSE MAPPING AGENCY	8,345	8,344	1
DEFENSE NUCLEAR AGENCY	864	864	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,799	13,117	682
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,351	1,350	1
ON-SITE INSPECTION AGENCY	28	28	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	833	833	0
TOTAL	96,679	95,085	1,594

a/See the Glossary for a list of OSD and Organizations serviced by OSD.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN

EMPLOYMENT BY COMPONENT - MARCH 31, 1989



Excluding Military Departments - (OSIA - .0%)

FIGURE 4

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TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - March 31, 1989 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,064,887	374,176	344,156	251,470	95,085
BY STATUS					
FULL-TIME	1,033,366	362,227	337,497	243,970	89,672
PART-TIME	26,281	10,380	5,703	5,453	4,745
INTERMITTENT	5,240	1,569	956	2,047	668
BY CAREER SERVICE CATEGORY					
COMPETITIVE	890,616	299,120	305,472	207,896	78,128
EXCEPTED AND SES	174,271	75,056	38,684	43,574	16,957
BY TYPE OF APPOINTMENT					
PERMANENT	948,745	323,499	311,604	228,221	85,421
TEMPORARY/INDEFINITE	116,142	50,677	32,552	23,249	9,664
BY CITIZENSHIP					
U.S. CITIZENS	1,024,810	358,414	328,097	243,723	94,576
NON-CITIZENS	40,077	15,762	16,059	7,747	509
BY LABOR CATEGORY					
SALARIED	743,468	275,335	219,675	165,674	82,784
WAGE BOARD	321,419	98,841	124,481	85,796	12,301

a/Includes personnel not subject to OMB ceiling control.
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - March 31, 1989 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,064,887	374,176	344,156	251,470	95,085
UNITED STATES	965,026	329,633	318,312	235,728	81,353
BY LOCATION					
WASHINGTON, D.C., SMSA c/	88,285	27,717	38,022	6,333	16,213
REMAINDER OF U. S.	876,741	301,916	280,290	229,395	65,140
BY LABOR CATEGORY					
SALARIED	672,825	245,444	206,926	151,251	69,204
WAGE BOARD	292,201	84,189	111,386	84,477	12,149
BY CITIZENSHIP					
U. S. CITIZENS	964,451	329,311	318,180	235,697	81,263
NON-CITIZENS	575	322	132	31	90
U. S. TERRITORIES	7,995	1,341	5,633	931	90
BY LABOR CATEGORY					
SALARIED	4,238	933	2,805	417	83
WAGE BOARD	3,757	408	2,828	514	7
BY CITIZENSHIP					
U. S. CITIZENS	7,948	1,341	5,608	928	71
NON-CITIZENS	47	0	25	3	19
FOREIGN COUNTRIES	91,866	43,202	20,211	14,811	13,642
BY LABOR CATEGORY					
SALARIED	66,405	28,958	9,944	14,006	13,497
WAGE BOARD	25,461	14,244	10,267	805	145
BY CITIZENSHIP					
U. S. CITIZENS	52,411	27,762	4,309	7,098	13,242
NON-CITIZENS	39,455	15,440	15,902	7,713	400

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C. Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - March 31, 1989**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	80,200	56,304	10,335	11,967	1,594
BELGIUM	1,008	906	0	85	17
GERMANY	55,722	48,459	0	6,119	1,144
GREECE	516	2	122	378	14
GUAM	4	0	4	0	0
ITALY	2	0	2	0	0
JAPAN	17,106	3,343	9,074	4,478	211
KOREA	3,224	3,224	0	0	0
NETHERLANDS	470	370	0	84	16
PHILIPPINES	6	0	6	0	0
SPAIN	2,038	0	1,127	823	88
UNITED KINGDOM	104	0	0	0	104

a/See the Glossary for a list of Other DoD Organizations.

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Operations and Reports

GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

*Office of the Secretary of Defense (OSD)
*Joint Chiefs of Staff (JCS)
Inspector General of the Department of Defense

Department of Defense Agencies:

*Defense Advanced Research Projects Agency (DARPA)
Defense Communications Agency (DCA)
Defense Contract Audit Agency (DCAA)
Defense Investigative Service (DIS)
*Defense Legal Services Agency (DLSA)
Defense Logistics Agency (DLA)
Defense Mapping Agency (DMA)
Defense Nuclear Agency (DNA)
*Defense Security Assistance Agency (DSAA)
On-Site Inspection Agency (OSIA)
*Strategic Defense Initiative Organization

NOTE: *Organizations serviced by OSD.

Department of Defense Field Activities:

- *American Forces Information Service (AFIS)
- *Defense Medical Systems Support Center (DMSSC)
- *Defense Technology Security Administration (DTSA)
- *Department of Defense Dependents Schools (DODDS) (Headquarters Only)
- *Office of Civilian Health and Medical Program Office (OCHAMPUS)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: *Organizations serviced by OSD

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaries Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards of similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)